



# SRI BHUVANENDRA COLLEGE

KARKALA - 574 104, UDUPI DISTRICT

[Accredited Institution with 'A' by NAAC]

(College with Potential for Excellence awarded by UGC, New Delhi)

(Affiliated to Mangalore University & sponsored by The Academy of General Education, Manipal- 576104)



## 6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff

The institution provides a good environment which ensures a high degree of job satisfaction for the employees. The retention rate of even Management appointed staff is also very high. The following are the welfare schemes put forward for the benefit of the employees.

### Institution Initiated Welfare Schemes

- Employees provident fund : Contribution of 12 percent from the employee and 12 percent from the employer based on their salary.
- Employees State Insurance Scheme is benefitting the employees with a salary of Rs 21,000 or below. The employer's contribution is 3.25 percent while the employees contribute 0.75 percent of the salary. ESI benefits include unlimited medical treatment, maternity leave benefits etc.
- Staff Co-operative society is functioning in the college for meeting the financial needs of the staff. Financial services are offered at an affordable rate of interest.
- Support to staff for attending workshops or conferences: Faculty members are encouraged to participate in conferences, workshops, seminars, etc. to enhance their quality in academics.
- Interest free loans are given to the staff on their request.
- Financial support is provided for the staff to meet medical expenses in times of emergency.
- Free Wi-Fi facility on campus and domain email addresses to all staff members.
- Institution provides free accommodation to staff in the College Guest house.
- Accommodation in the hostels at nominal maintenance fee.
- Quarters are allotted to management appointed staff at subsidized rent.
- Special Casual Leave is given to staff members during any medical emergency like cancer and its treatment.
- Banking and ATM facilities of Canara Bank are available in the campus.
- Canteen facilities are provided to staff at a subsidized rate.
- Free uniform is supplied to supporting staff and security men.
- Gymnasium is available for the staff to maintain their physical fitness.
- Separate Parking area is maintained for parking the staff vehicles.
- Community lunch is arranged for the staff and their family.
- Retirement party is arranged for the staff as a recognition of their committed service.
- Discussion Rooms are used for serious deliberations.
- Jobs on compassionate grounds are given to family members of the non-teaching staff.

## Other Welfare Schemes

1. **Medicare is provided** by the KMC Hospital Manipal, under the medicare scheme for teaching staff.
2. **Gratuity:** Gratuity is applicable to every staff after 5 years of permanent service.
3. **Fee concession of Rs 3000 per year** to promote education of children of the staff for studying in our institution .
4. **Group Insurance Scheme (GIS)** is given to staff for their welfare. It provides insurance benefits to the staff appointed in accordance with the rules of recruitment of the state.
5. **Management encourages Faculty members** to apply for promotions without any delay and follows the UGC norms for their Career Advancement.
6. **Maternity Leave** is given to female staff members for 180 days to safeguard the interest of the mother immediately before and after the child birth.

### **Beneficiaries during the year 2023-24:**

- a. Mrs. Suvarni Dept. of Commerce
  - b. Mrs. Tejaswi Dept. of Biotechnology
  - c. Mrs. Meenakshi Dept. of Zoology
7. Leave benefits are also given to female staff who have a miscarriage or tubectomy.
  8. Payment a certain percent of fee of those who register for PhD by the Trust.
  9. Preference for Sri Bhuvanendra College Staff in seat allotment for Registration to PhD by the Manipal Academy of Higher Education.



**IQAC Co - Ordinator  
Sri Bhuvanendra College  
Karkala - 574 104**



**Principal  
Sri Bhuvanendra College  
KARKALA - 574 104**